

ACCIAIERIE DI SICILIA S.p.A. has always aimed to produce quality products, safeguard the environment, and protect the health and safety of employees.

Given the increasing importance of these aspects in today's world of economics and industry, the management team felt it was necessary to develop a Health, Safety, Quality & Environmental Policy to provide guidelines and a reference for all personnel, and all sectors in which the company operates, both currently and in the future.

ACCIAIERIE DI SICILIA S.p.A. undertakes to operate in accordance with the following principles to improve the quality of products and services, safeguard the environment, prevent pollution and ensure employee health and safety:

- comply with local, national and EU legislation on safety, quality and the environment;
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- comply with international standards on workers' rights;
- establish and maintain an environmental management system to eliminate, reduce or monitor the potential impact of its business operation, products and services on the environment; comply with applicable legal requirements and any other regulations to which the company has agreed; contribute to continually improving the company's environmental performance;
- establish and maintain a quality management system, by first determining internal and external factors deemed relevant for company strategy, using a risk-based thinking approach whereby every member of the organisation makes decisions and implements actions without using an uncritical mechanical method, even if in compliance with stipulated procedures, but instead by making a rational assessment of the potential positive or negative consequences of decisions, to ensure compliance with contractual, technical and quality requirements regarding all interested parties, and in support of customer satisfaction;
- establish and maintain an employee health and safety management system, to prevent risks and eliminate/minimise risks to employees and other exposed parties that may transpire in relation to their activities, reducing incidents, accidents and occupational illness as a result;
- ensure that working conditions are safe and healthy to prevent work-related illness or injury;
- ensure and encourage consultation and the participation of employees and their representatives;
- guarantee and monitor company competitiveness;
- develop and optimise processes and knowledge;
- increase reliability and levels of service and support provided;
- guarantee product quality, respect for the environment, and employee health and safety in all work environments and sectors. This commitment also extends to contractors operating on site;
- use processes, technologies and materials that reduce the consumption of natural resources, and involve the least impact on quality, the environment and employee safety;

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- measure and analyse employee/contractor accident rates to continually reduce incidents in the workplace;
- encourage the research and development of new processes in line with improvement targets relating to company performance, the environment, and health and safety in the workplace;
- develop a constructive working partnership with the relevant authorities, including the Supervisory Body (in accordance with legislative decree 231/01), based on trust and full transparency;
- involve and motivate all personnel by providing information and training on managing quality, workplace safety and environmental aspects, to create and develop an awareness of risk and hazards, environmental issues, and safety and prevention measures to be adopted;
- involve and motivate all personnel by defining and distributing development objectives and the corresponding implementation plans;
- involve the company's suppliers and contractors in sharing this policy and the objectives within;
- carry out checks, inspections and internal audits regularly to ensure the correct application of the company management system, to prevent potential non-compliance issues;
- achieve ongoing performance improvement by systematically measuring it to increase results;
- produce and optimise an emergency environmental and safety plan with the measures and procedures required to prevent incidents or emergencies, and contain their effects;
- organise company quality, environment and safety systems in accordance with standards UNI EN ISO 900:2015 - UNI EN ISO 14001:2015 - UNI ISO 45001:2015, in addition to UNI-INAIL (Employee Insurance) guidelines dated 28/09/2001, and the requirements set out in article 30 of legislative decree 81/08.

The company manifests the aforementioned principles in measurable targets and objectives that are monitored and reviewed regularly. These objectives are designed to improve the products and service provided, reduce environmental impact and the consumption of natural resources.

The management undertakes to engage continually with collaborators and relevant parties to regularly review the validity and suitability of this document, in order to ensure that it complies with the company's work culture.

This policy is communicated through training and is attached to the company noticeboard; it is available to all parties working with ACCIAIERIE DI SICILIA S.p.A. and is also available on the website at www.alfaacciai.it.

Managing Director

Mr Giuseppe Cavalli

